

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

JUSTICE ENERGY, INC.

and

Case 09-CA-231106

INTERNATIONAL UNION, UNITED MINE
WORKERS OF AMERICA (UMWA)

ORDER

On December 12, 2019, Administrative Law Judge Geoffrey Carter, of the National Labor Relations Board issued his Decision in the above-entitled proceeding, and, on the same date, the proceeding was transferred to, and continued before, the Board in Washington, D.C. The Administrative Law Judge found that the Respondent has engaged in certain unfair labor practices and recommended that it take specific action to remedy such unfair labor practices.

No statement of exceptions having been filed with the Board, and the time allowed for such filing having expired,

Pursuant to Section 10(c) of the National Labor Relations Act, as amended, and Section 102.48 of the National Labor Relations Board Rules and Regulations, the Board adopts the findings and conclusions of the Administrative Law Judge as contained in his Decision, and orders that the Respondent, Justice Energy, Inc., its officers, agents, successors, and assigns, shall take the action set forth in the recommended Order of the Administrative Law Judge.

Dated, Washington, D.C., February 3, 2020.

By direction of the Board:

/s/Leigh A. Reardon

Associate Executive Secretary